

Common Expectations for Mentors



Checklist of Functional Expectations for Mentors:

- **Role modeling of appropriate professional attitudes, values and behaviors, such as:**
 - How to develop and maintain a professional network
 - How to negotiate a difficult conversation with a colleague

- **Providing advice for:**
 - Strategies for handling difficult work situations
 - The merits of serving on particular committees
 - Finding and securing resources
 - Suggestions for balancing "work and life"

- **Reviewing work and career progress by:**
 - Reviewing goals, plans, and performance reviews

- **Advocating for the mentee's success by:**
 - Showcasing mentee's work/accomplishments
 - Recognizing talents
 - Providing opportunities for participation in professional activities
 - Providing access to key people and resources

- **Offering encouragement by:**
 - Demonstrating enthusiasm and confidence in the mentee's successful future
 - Conveying positive regard
 - Serving as a sounding board
 - Providing a forum in which the mentee is encouraged to talk openly about anxieties and fears
 - Providing moral and emotional support
 - Giving positive feedback

- **Keep confidences.**
 - Keep the content of your discussions within the relationship confidential. All exchanges, both personal and professional, are subject to the expectations of professional confidentiality.

Adapted from: Bland, C.J., Taylor, A.L., Shollen, S. L., Weber-Main, AM, Mulcahy, P.A. (2009). Faculty Success Through Mentoring: A guide for mentors, mentees, and leaders. New York: Rowman & Littlefield Publishers. pp. 81-84.